



# 1. CALL TO ORDERand2. ROLL CALL









#### Mission Statement Ad Hoc Committee

- Estela De Los Rios
- Eleanor Evans
- George Khoury
- Ellen Nash
- Gina Roberts
- Samuel Tsoi
- Daphyne Watson









# San Diego Human Relations Commission HRC Meeting

# Mission & Vision Statement Draft Review

#### DATE

Feb 23, 2021

#### **PRESENTER**

Jess Chacon, UPD Wendy Ake, O&BI

#### **AUTHORIAL SUPPORT**

Wendy Ake, Director Just Public Finance Targeted Universalism Othering & Belonging Institute



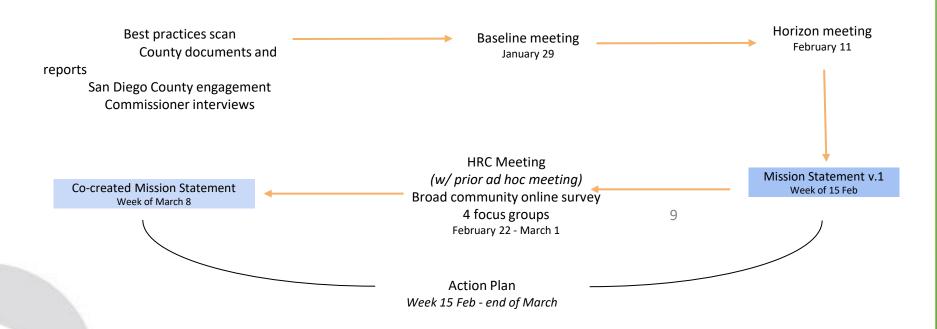


- Check-in Question
- Horizon Meeting Community Feedback
- Role of the Mission & Vision Statement for the Office of Racial Equity and Justice
- Introduce Group Facilitated Breakout session
- Breakout Group
  - Mission Statement
  - Vision Statement
- Report Back & Share Out
- Next steps
- Closing comments





#### Developing the mission statement







#### **Horizon Meeting Highlights**

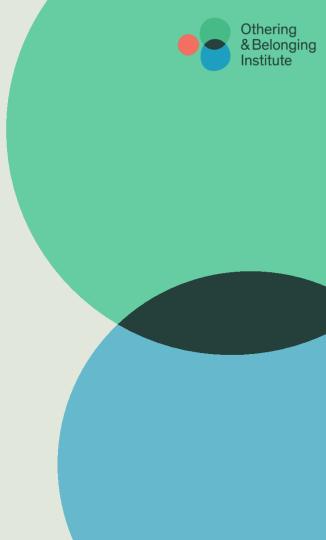
- 98 Confirmed RSVPs, well over 65 in attendance
  - Successful and engaging group conversation
- Substantive meaningful feedback used to create draft mission & vision statement





#### **Baseline Meeting: Values**

**Transparency** Love **Empathy Accountability Accessibility & Inclusion Community (as in community awareness) Compassion Humility (Cultural) Equity (esp. racial equity) Authenticity Authority Trust Meaningful Work** Challenge Healing



# **Horizon Meeting Community Feedback**

### Questions

- 1. What does accountability look like for the Office?
- 2. How can the Office support healing?
- 3. Mission statement exercise

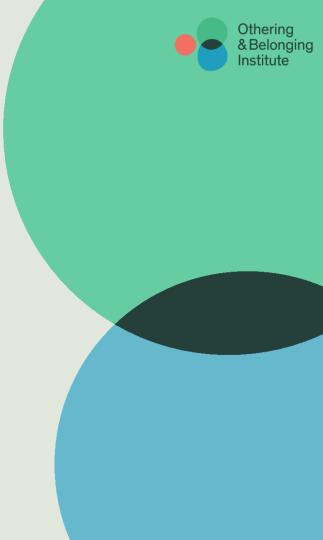
# **Words & Themes**

- Accountability
- Communication
- Transparency
- Healing
- Safety
- Policy
- Dignity & Respect
- Financial Resources



#### **Accountability & Communication**

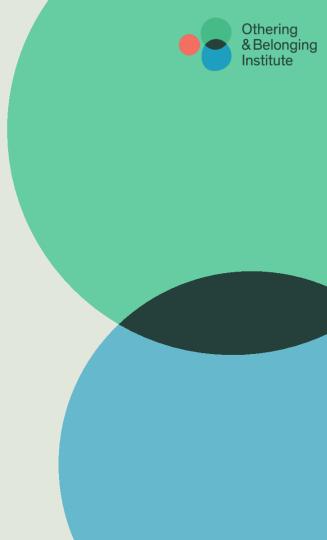
- Targeted communication, oftentimes theres not communication back to the communities we study about updates that the government has made, they should be updated about what the county so they can provide feedback
- Establishing clear goals and objectives and setting benchmarks to create a dashboard to measure progress, reporting the frequency and having regular communication with the community would be really helpful





#### **Accountability & Communication**

- Education is necessary, a lot of misinformation and misunderstanding that has been passed down over generations; need to start with an educational basis
- Timely response to issues, feedback skills, sometimes a comment is made and the language might trigger certain reactions in communities
- Monthly Newsletter & Annual Report

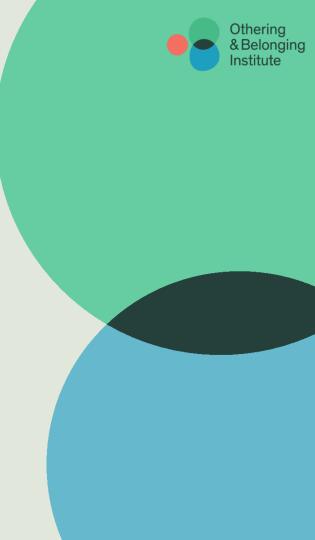




#### **Reminder from Baseline Meeting**

"We need to **think beyond intentions**; if it harms minority populations, we need to **take into consideration outcomes** that could potentially come out of our efforts and **need more of a racial lens**."

"We also need to see all the different levels of racism that exist within the county structure; define the root causes of disparity and racism in the county and call things by their name."





#### **Accountability & Healing**

- Firstly, office needs to acknowledge how county perpetuate systemic racism
  - Not just apologizing, but look deeply into own systems, policies
  - Hold themselves accountable
  - Oppressor needs to fully recognize, accept in order for healing to occur
- Healing is a process. Frame this work as a journey.
  - o Respect, Listening, & Outreach
  - These are makers to support the journey of healing.
- Healing during ongoing harms <u>requires trust building</u>. This may be starting from <u>very weak point of trust in some cases</u>.

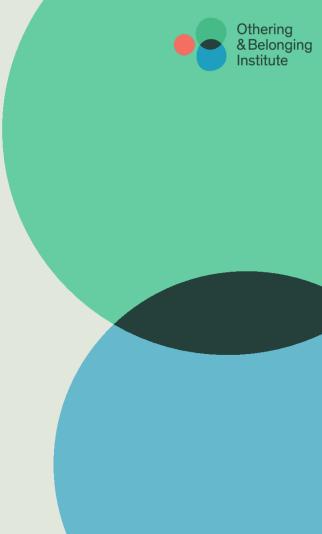




#### **Accountability & Healing**

Space of Action: For the Office not to be a "Complaint
Hearing" entity. Office would be most effective at getting
people aware of groups that are already doing work on the
ground to address certain issues and to strengthen those
organizations to make those entities more effective

- Listening sessions: people feel supported and heard.
  - Nothing is more healing than feeling like you're being heard; people feel supported, heard, and that somebody hears and sees what people are going through





#### **Accountability, Dignity & Healing**

- Don't need to reinvent the wheel or start from scratch;
  - Any design of new tools should be done in mutual respect and in network using framing and educational resources that local orgs/groups/efforts have already invested in. They already have built a common vocabulary
- Could use trainings for entire staff and County
  - grassroots entities and others that are already doing this work to support healing
- Acknowledge and create different structure that build out new policies/structures





#### **Accountability, Dignity & Respect**

- The community must be able to understand what the office is charged with in order to hold the office accountable
- Establish clarity. Be clear on what we are trying to
  do. We need to expand beyond just defining it as
  trying to achieve racial equity, need to establish
  what those actions are to achieve this
  - Need to have a common definition and expectations about accountability





#### **Accountability, Dignity & Respect**

- Bottom-Up approach not Top-Down: it is difficult for the office to be accountable if the structure and decision making is top down; needs to be a lot more inclusive and this is apart of systemic change
- Office needs to take Action: create a system for people where they feel like they are not only heard and can express concern, but where these concerns are addressed (don't want it to be an echo chamber--needs to lead to action)
- Attitude, intangible kinds of things. If I go to the office, am I going to be heard? Need to make people in the community feel that they are worthy, that what they feel is legitimate.
  - Office should be responsive, genuine, caring, and willing to learn





#### Significant influence

"Be the Model: staff that holds the office need to be role models for that change we want to see and what the office stands for; staff need to ask the hard questions to assess if the office is doing everything in the process that shines light on bias and corrects itself internally--using processes to create the kind of organization that we are asking of others, be available to hear and engage in the difficult conversations and receive feedback"

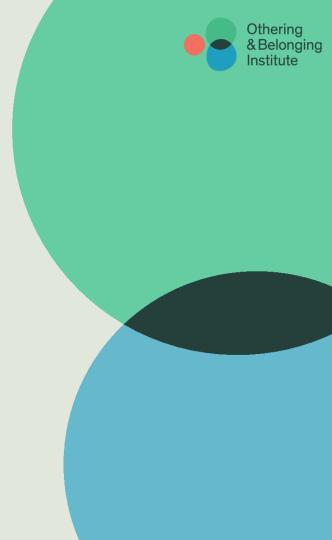
Meaningful Influence on County Government





#### **Accountability & Financial Means**

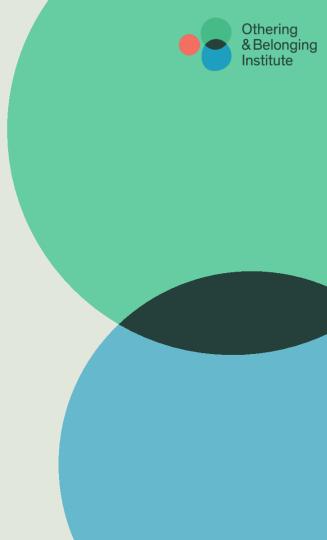
- Ensure equity in all aspects of county government
  - including decision-making, budgeting, contracting
- County should make sure the Office is well-resourced financially to support its meaningful influence
- County should demonstrate leadership and support for the office from the highest levels of government





#### **Accountability & Financial Means**

- Reach outside of routine and the 'choir'--the people and groups who are routinely involved
- Not necessarily a study of issues within the county, but studies of the county's performance and capacity to address those issues



# **Proposed Mission Statement**



Othering & Belonging Institute

San Diego County's Office Equity and Racial Justice bridges county departments and communities to advocate for equity through the design of bold policies and practices.

The office serves to co-create transformative and enduring systemic change in County government.

It works to provide meaningful relief to people suffering from the harms of systemic racism and of othering.



# **Mission Statement Review**



 The mission statement should signal who is served by this office. Describe the people or groups who are reflected in the proposed mission statement. Does this suggest that the office intends to create belonging within the county?

 How does the mission statement reflect the needs of your community and people who share different aspects of your identity?

• The mission statement specifically mentions groups who are othered. What does this mean to you?

# **Proposed Vision Statement**



#### **Vision Statement**

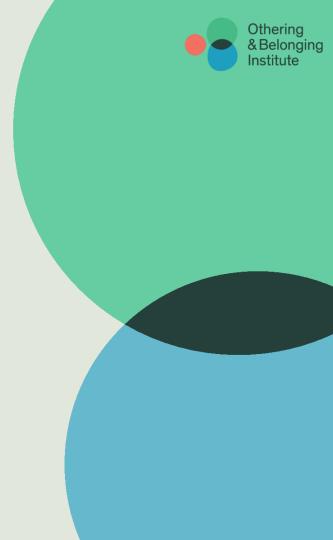
Realizing the goal of creating the government's structures of justice and dignity the office will focus on targeted outreach to and participation from the county's communities whose power and strength have been historically distanced from county government.

The office will be a channel for aligning diverse community interests to influence internal government functions

The Office will create accessible strategies for healing between County government and its residents to set an example of leadership and accountability.

The office employs four core strategies:

- Creating and implementing measures of how its mission is being impactful across county government departments
- Routine outcomes-oriented assessment measures of its activity and practices reported to the community
- Prioritize an action-oriented agenda and research directed to internal government functions for the purpose of government accountability
- Prioritize the co-creation of strategies to create trust and healing between and within the government and its residents





# **Vision Statement Review**



 How does the Vision statement reflect the values of the Office of Equity & Racial Justice of your community?

 How does the Vision statement support the direction for how the Office of Equity & Racial Justice will realize its mission?

 To what extent does the vision statement reflect a sense of accountability both internally, within the county departments, and externally, to the community?

## **Next steps**

- Focus Group
  - O March 1, 2:30pm 4:30pm/PT
- Community survey
  - o Currently being translated
  - Circulated by County by March 5
  - o Share broadly with your network

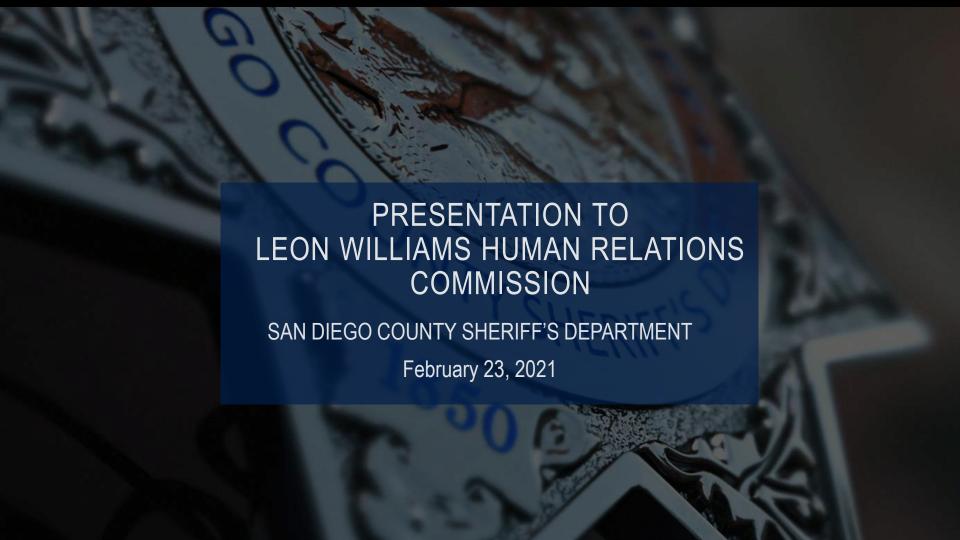
# **THANK YOU!**

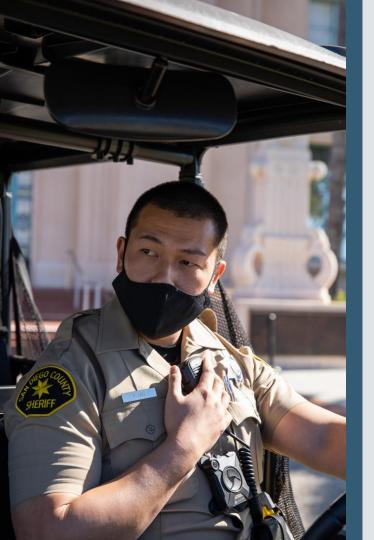


# Questions?









## **Protest Response**

- Mission to protect the First Amendment rights of all persons who peaceably gather to express their grievances and opinions
- The Department has the responsibility to the public to protect lives and property of all people. This is accomplished through communication, planning, leadership, and the fair and impartial enforcement of laws
- The Department's response in deploying personnel to demonstrations is based on several factors, including information and intelligence
- Protesters and counter-protesters are treated equally

# A Demonstration/Rally/Protest is Announced

#### The Sheriff's Department:

- Advanced preparation for known protests
- Contingency plans for pop-up protests
- Attempts to contact the event coordinators in advance (and during the demonstrations)
  - This is done so law enforcement can work with event organizers to accomplish an orderly and safe expression of individual rights
  - Some event organizers proactively notify the Sheriff's Department of their demonstration
- Regardless of a groups willingness to communicate with law enforcement, in order to ensure the safety of the public and its participants, the Sheriff's Department makes it a priority to observe and act when necessary during each event



## **An Event Can Take Many Forms**

- Our response in deploying personnel to demonstrations is based on several factors, including known information and past behaviors (locally and nationally)
- Sheriff's Department will conduct a threat assessment for appropriate staffing, resources, and time of mobilization
- There are factors that elevate or require a more visible response by law enforcement:
  - Criminal acts being reported or observed
  - Presence of counter protesters in close proximity
  - Location of event
  - Size of crowd
- Just because law enforcement personnel are not visible does not mean there is not an operational plan or deputies available to respond as needed

# **Examples of Response During Peaceful Demonstrations**

- Reminding individuals to stay out of the roadways for their safety or the safety of others
- Maintaining a safe environment for protestors or counter protestors to prevent potential conflict

   especially when intermixing starts becoming contentious and heightened
- Addressing agitators or people engaged in criminal activity in the crowds



Balancing act when protester rights begin to impact someone else's rights

## When to Cite, Arrest, or Declare an Unlawful Protest

- Someone is impacting someone else's safety
- A crime is committed
- A clear and present danger of riot, disorder, interference with traffic, or other immediate threat to public safety

If you feel your safety is being harmed – contact a deputy sheriff – do not assume they are watching what is happening to you; their attention is focused on the entire protest activity area

# What To Do If You Believe Your Rights Are Violated

- When you can, write down everything you remember including the approximate date, time, and location
- If needed, capture the name or identification number of the deputy
- Get contact information for witnesses
- Take photographs of any injuries
- You can file a written complaint with the Internal Affairs Division or the Citizens' Law Enforcement Review Board (CLERB). You can also contact the State Attorney General's Office

- When an unlawful assembly is declared, are both protestors and counter-protesters required to disperse?
  - Yes, everyone is required. The Sheriff's Department uses aerial support, megaphones, and a long-range acoustical device that shares safe routes to exit and proper time to do so
- Can I bring a knife, pepper spray, or weapon to a protest?

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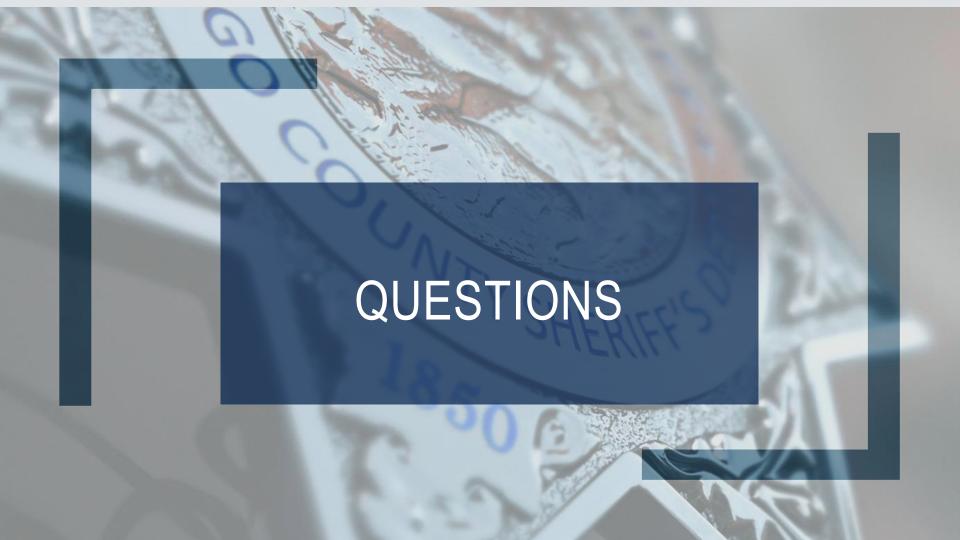
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- How do I know groups are not going to turn a protest violent?
  - Threat Assessments allow for event preparation
  - Law enforcement will manage the event to keep everyone as safe as possible
  - It is difficult to predict event behavior. An attendees should always be aware of their surroundings and have a plan to safely leave an event before it turns dangerous

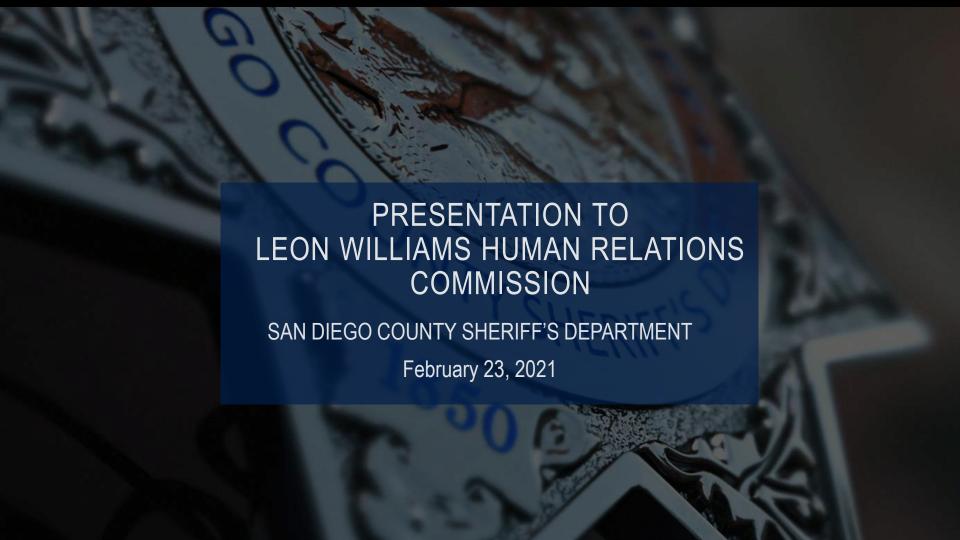
- Why am I asked to file a report at a station versus onsite at the protest?
  - Each event is different; however, this can occur depending on resources and with the safety of the reporting party in mind
- I was called a racial slur, why didn't the deputy do anything?
- Why do deputies fist bump one protest group versus another?
- Why don't you enforce the public health order mask ordinance?

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- Why don't you enforce the public health order mask ordinance?
  - We do but it may not be an appropriate setting to enforce a misdemeanor violation when managing crowds and potential unrest







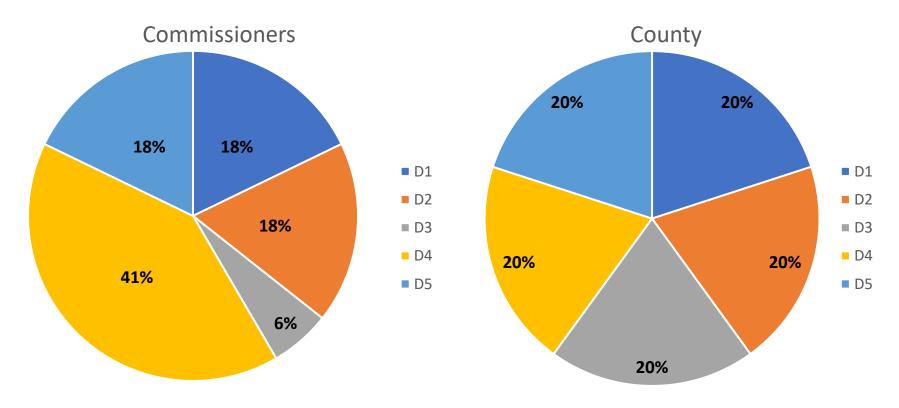
#### **Commission Nomination Process**

- Receive updated Commission demographics
- Determine communities currently under-represented
- Review applications received
- Submit up to 3 names
- Staff compiles names and number of times listed
- Commission discusses and nominates from names
   submitted

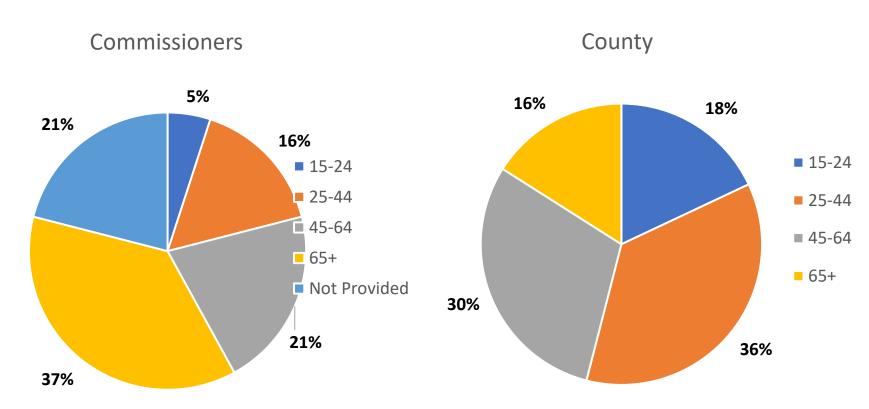




#### Geographical Distribution by Supervisorial District

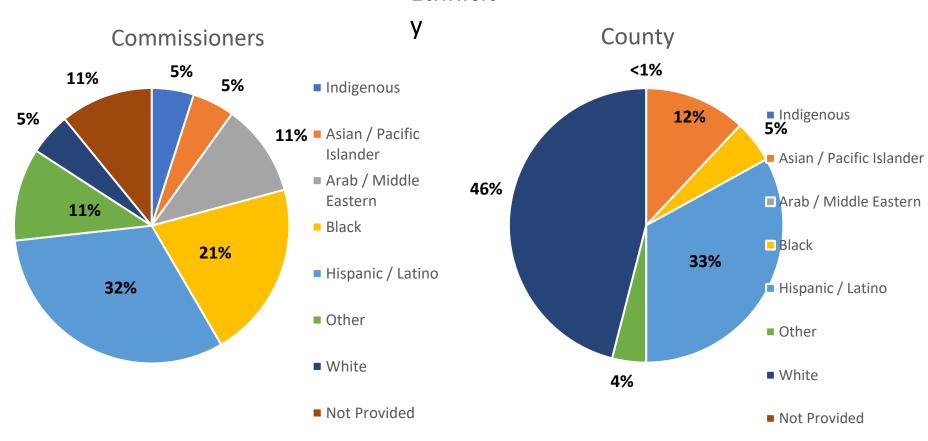


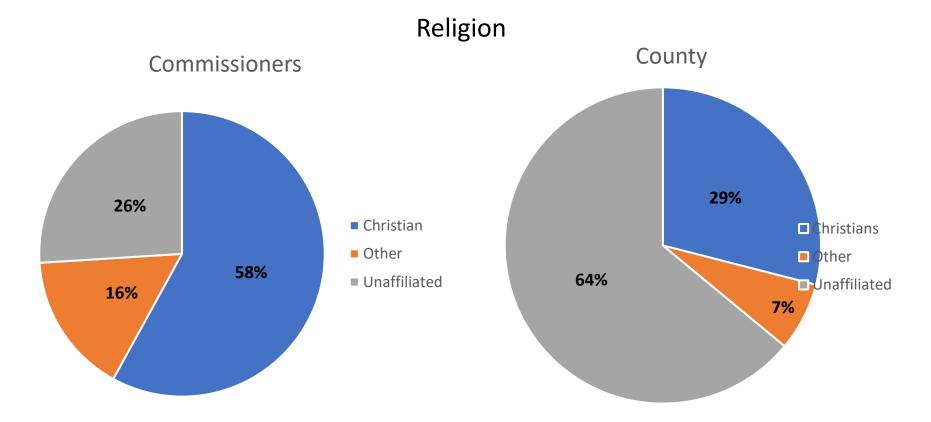
#### Age



2017 Demographic Profiles. County of San Diego, Health and Human Services Agency, Public Health Services, Community Health Statistics Unit, 11/2019

#### Ethnicit





Source: San Diego County Membership Report. 2010 Association of Statisticians of American Religious Bodies (ASARB) Religious Census. Accessed via the Association of Religion Data Archives.

https://www.thearda.com/rcms2010/rcms2010a.asp?U=06073&T=county&Y=2010&S=Name.

#### Commissioners

| Jewish         | 5%  |
|----------------|-----|
| Islam / Muslim | 11% |
| Buddhism       | -   |
| Other          | -   |

#### County

| Jewish         | -  |
|----------------|----|
| Islam / Muslim | 1% |
| Buddhism       | 1% |
| Other          | 5% |

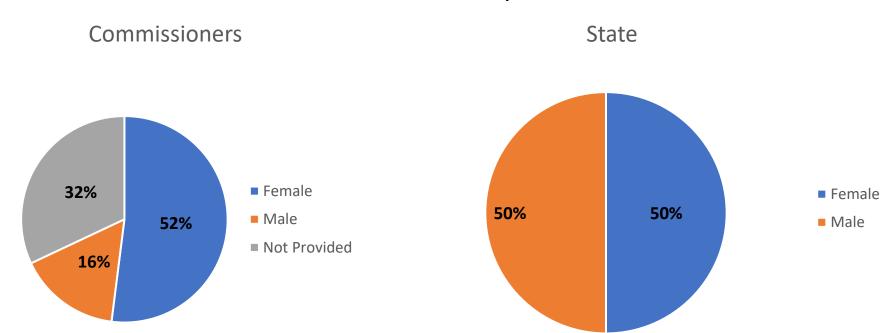
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https://www.thearda.com/rcms2010/rcms2010a.asp?U=06073&T=county&Y=2010&S=Name.

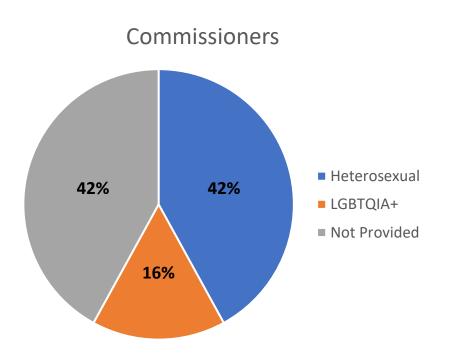
| Jewish         | 2%  |
|----------------|-----|
| Islam / Muslim | <1% |
| Buddhism       | 1%  |
| Other          | 3%  |

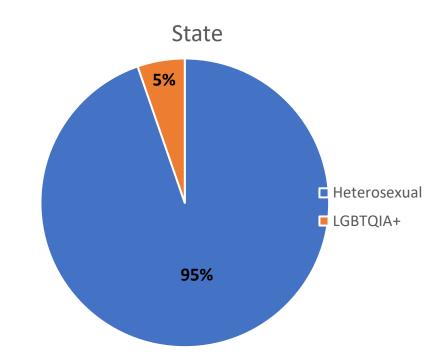
https://www.pewforum.org/religious-landscape-study/metro-area/san-diego-metro-area/

#### **Gender Identity**



#### **Sexual Orientation**





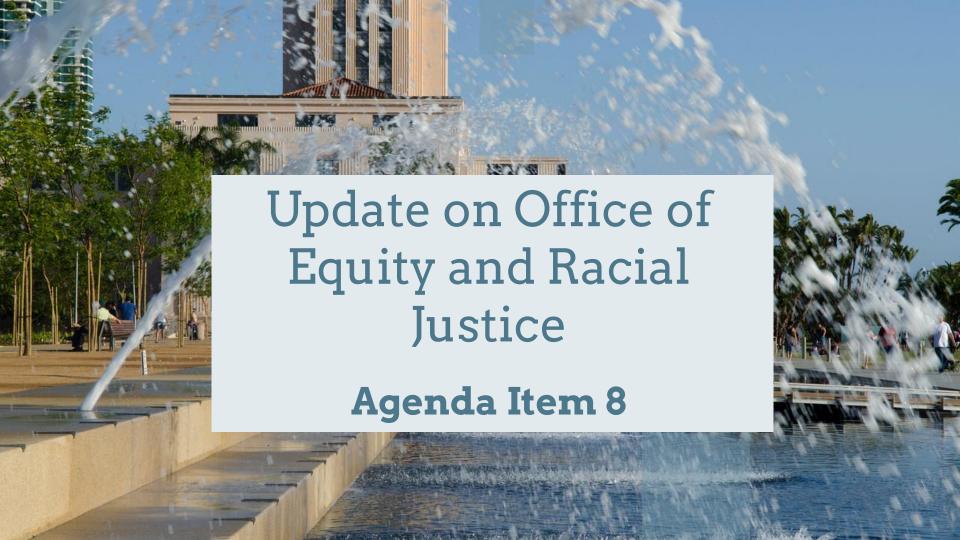
# Next Steps



 Today: Identify opportunities for representation on the Commission



- February 28<sup>th</sup>: shortlist due
- March 4<sup>th</sup>: Nominations





# Bylaws

- OTIVE 15

  OTIVE
- March 4<sup>th</sup>: Members express interest
  - Up to 3 minutes
- March 9th: Info for Consideration
- March 12<sup>th</sup>: Comm'n receives information
- March 16<sup>th</sup>: Names submitted (2 each office)
- March 18<sup>th</sup>: Lists sent to Members
- March 23<sup>rd</sup>: Election







## Adjourn

Next Meeting: Tuesday, February 23, 2021

Thank you for attending.

